United Nations A/63/310/Add.1

General Assembly

Distr.: General
19 August 2008

Original: English

Sixty-third session
item 126 of the provisional agenda*
Human resources management

Gratis personnel provided by Governments and other entities

Report of the Secretary-General

Summary

The present report is submitted in compliance with General Assembly resolutions 51/243 and 57/281 B and covers the period from 1 January 2006 to 31 December 2007.

The total number of type I and type II gratis personnel engaged in 2007 increased as compared with 2006. Interns continued to represent the majority of type I gratis personnel (86 per cent). In 2006 all type II gratis personnel, and in 2007 the majority of such personnel, were engaged by the Office for the Coordination of Humanitarian Affairs for emergency operations. In 2007, the Department of Peacekeeping Operations used nine type II gratis personnel for the monitoring of arms and armories in Nepal. For both type I and II gratis personnel, there was an improvement in geographic and gender representation during the reporting period.

The General Assembly is invited to take note of the present report.

* A/63/150 and Corr.1.

08-46758 (E) 170908

I. Introduction

1. The present report is submitted pursuant to General Assembly resolutions 51/243 and 57/281 B, in which the Assembly requested the Secretary-General to provide a comprehensive report, on a biennial basis, on the use of gratis personnel. It updates the previous report (A/61/257/Add.1) and covers the period from 1 January 2006 to 31 December 2007. It continues with the methodology used in the previous report on gratis personnel. In order to allow for comparative analysis, data for each year are reported separately. In line with the request made by the General Assembly in its resolution 59/266 that the Secretary-General submit to it consolidated human resources reports, the present report is issued as an addendum to the report of the Secretary-General on the composition of the secretariat (A/63/310). The report on gratis personnel for the period from 1 January 2008 to 31 December 2009 will be submitted to the Assembly at its sixty-fifth session.

2. Gratis personnel are personnel provided to the Organization by Governments or other entities at no cost to the Organization. As explained in the first report of the Secretary-General on the subject (A/51/688 and Corr.1), certain categories of gratis personnel have long been established in the Organization and have a well-defined legal status and functions (associate experts, technical cooperation experts on non-reimbursable loans, and interns). These three categories constitute type I gratis personnel.

3. In accordance with administrative instruction ST/AI/2000/9 on the United Nations internship programme, the purpose of the programme is threefold: (a) to provide a framework by which graduate and postgraduate students from diverse academic backgrounds may be assigned to United Nations offices, where their educational experience can be enhanced through practical work assignments; (b) to expose them to the work of the United Nations; and (c) to provide United Nations offices with the assistance of qualified students specialized in various professional fields. Associate experts, as explained in A/51/688 and Corr.1, are staff members at the junior professional level, subject to the provisions of the Charter and Staff Regulations; they cannot seek or accept instructions concerning the performance of their duties from any Government, including their own, or from any authority outside the Organization; conditions of service are specified in the letter of appointment, under the 200 series of the Staff Rules for technical assistance project personnel, on a fixed-term appointment, generally for a period not exceeding four years. The Secretary-General, in the same report, defined technical cooperation experts as those whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programme of the United Nations. They have the status of independent contractors and are not staff members; the contractual relationship of such persons to the United Nations is established by a special service agreement; non-reimbursable-loan personnel for technical cooperation projects can be engaged for up to four years.

4. Other categories constituting type II gratis personnel were not regulated until the adoption by the General Assembly of its resolutions 51/243 and 52/234, which placed strict conditions on the acceptance of type II gratis personnel. Those conditions, which are set out in the administrative instruction on gratis personnel (ST/AI/1999/6), include the requirement that type II gratis personnel be accepted on an exceptional basis only, for two purposes: (a) to provide expertise not available within the Organization and for very specialized functions, or (b) to provide

temporary and urgent assistance in the case of new and/or expanded mandates of the organization.

5. The eight statistical tables contained in the annex to the present report provide detailed data on each type of gratis personnel for 2006 and 2007, broken down by nationality, gender, categories of gratis personnel, department, function and duration of service.

II. Type I gratis personnel used during 2006 and 2007

6. Tables 1 to 4 of the annex contain data on type I gratis personnel (associate experts, technical cooperation experts and interns).

7. Analysis of the statistical data shows a 10 per cent overall increase in the number of type I gratis personnel cumulatively engaged in 2007 (1,952) as compared with 2006 (1,767), which was due primarily to a nearly 10 per cent increase in the number of interns (from 1,516 in 2006 to 1,675 in 2007).

8. Interns continued to constitute the majority of type I gratis personnel — 86 per cent of all type I gratis personnel in 2006 and 86 per cent in 2007. The number of associate experts also increased from 233 in 2006 to 252 in 2007, and the number of technical cooperation experts from 18 in 2006 to 25 in 2007.

9. A positive trend has been noted over the reporting biennium with respect to the geographical representation of this type of gratis personnel. The number of Member States represented among type I gratis personnel increased from 120 in 2006 to 125 in 2007. Over the past four years (2004 to 2007), the increase in geographical representation among all type I gratis personnel is even more evident: the number of Member States represented among technical cooperation experts more than doubled (from 6 in 2004 to 14 in 2007); among interns, it increased by 10 per cent (from 110 in 2004 to 122 in 2007) and among associate experts by 21 per cent (from 23 Member States represented in 2004 to 28 in 2007).

10. Representation of women among type I gratis personnel remained high, increasing slightly from 61 per cent in 2004 and 60 per cent in 2006 to 64 per cent in 2007.

11. Four departments used more than 20 associate experts: the United Nations Office on Drugs and Crime (UNODC) (34 in 2006, 41 in 2007), the Office of the High Commissioner for Human Rights (OHCHR) (29 in 2006, 38 in 2007), the Office for the Coordination of Humanitarian Affairs (31 in 2006, 34 in 2007) and the Department of Economic and Social Affairs (25 in 2006, 21 in 2007). Those offices have a large field presence, and, given their technical cooperation portfolios, the use of associate experts is in line with donors' priorities in development cooperation. Technical cooperation experts were used by three departments in 2006 (the Department of Economic and Social Affairs, the Economic Commission for Europe (ECE) and the Economic and Social Commission for Asia and the Pacific (ESCAP)) and by four departments in 2007 (the Department of Economic and Social Affairs, ECE, ESCAP and the United Nations Office at Nairobi). A total of 31 departments or offices used interns in 2006 compared with 35 in 2007, with, respectively, 11 and 15 departments using 50 or more interns each.

12. There was an increase in the total number of associate experts working in the Secretariat in 2006 and 2007 when counted on a cumulative basis (taking account of both those who separated and were appointed each year). Throughout the reporting period (and during the previous biennium), their number remained relatively stable at 157 on average (2004 — 147; 2005 — 162; 2006 — 151; 2007 — 169). Similarly, the average number of new contracts issued annually for associate experts was stable, averaging 67 (2004 — 69; 2005 — 65; 2006 — 57; 2007 — 79).

III. Type II gratis personnel used during 2006 and 2007

13. Tables 5 to 8 of the annex provide cumulative data on type II gratis personnel.

14. The number of type II gratis personnel engaged during the reporting period by the Office for the Coordination of Humanitarian Affairs almost doubled (from 23 in 2006 to 45 in 2007). That increase resulted from a rise in 2007 in the number of small and mid-size emergencies, flash appeals and activities related to the coordination of emergency relief managed by the Office.[1] Also, in 2007 the Department of Peacekeeping Operations used nine individuals for the monitoring of the management of arms and of the ceasefire agreements in the United Nations Mission in Nepal (UNMIN).[2] It should be noted, however, that, compared with the previous biennium, the use of type II gratis personnel by the Office for the Coordination of Humanitarian Affairs decreased by nearly half (from 85 in 2004 to 45 in 2007).

15. The average duration of service of type II gratis personnel decreased from 4.3 months per year in 2006 to 3.9 months per year in 2007.

16. Type II gratis personnel engaged in 2006 represented six Member States. The 54 type II gratis personnel engaged in 2007 represented 10 Member States. There was an increase in the number of women among the type II gratis personnel engaged — from 30 per cent of all such personnel in 2006 to 41 per cent in 2007. Over the past four years, the representation of women among this type of gratis personnel has increased, from 26 per cent in 2004 to 41 per cent in 2007.

IV. Conclusions

17. The increase in the number of gratis personnel in 2007 was accompanied by a decrease in the average duration of their service. The largest increase was in the number of interns. The data on the use of both types of gratis personnel during the

[1] By its resolution 46/182 on the strengthening of the coordination of humanitarian emergency assistance of the United Nations, the General Assembly requested the establishment of a central roster of specialized personnel available from within the United Nations system and from Governments to be called upon at short notice. It also called for the establishment of standby arrangements with interested Governments and intergovernmental organizations for access to those relief capacities and resources, including personnel and funding support for the United Nations Disaster Assessment and Coordination Team.

[2] Type II gratis personnel in UNMIN have been engaged by the Department of Peacekeeping Operations in compliance with paragraphs 4 (a) and (b) of General Assembly resolution 51/243 and with paragraphs 2.1 (a) and (b) and sections 4, 6, 14 and 15 of administrative instruction ST/AI/1999/6.

reporting period show a sustained improvement in terms of geographical and gender representation and an increase in the number of engagements.

V. Action required by the General Assembly

18. The General Assembly is invited to take note of the present report.

Annex

Statistical tables

Abbreviations used in tables

CEB	Chief Executives Board
CTED	Counter-Terrorism Committee Executive Directorate
DDA/ODA	Department for Disarmament Affairs/Office for Disarmament Affairs
DERS	Donor and External Relations Section (OHCHR)
DESA	Department of Economic and Social Affairs
DFID	Department for International Development of the United Kingdom
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DRC	Danish Refugee Council
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
Ethics	Ethics Office
FMADPKO	Field missions administered by the Department of Peacekeeping Operations
ICJ	International Court of Justice
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
NRC	Norwegian Refugee Council
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights

OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSAA	Office of the Special Adviser on Africa
OSCAL	Office of the Special Coordinator for Africa and the Least Developed Countries
OSG	Executive Office of the Secretary-General
OSRSG/CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
RegCom	Regional Commissions New York Office
SIDA	Swedish International Development Agency
SOPAC	South Pacific Applied Geoscience Commission
UNCCD	United Nations Convention to Combat Desertification
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNFIP	United Nations Fund for International Partnerships
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNITAR	United Nations Institute for Training and Research
UNJMS	United Nations Joint Medical Service
UNNGLS	United Nations Non-Governmental Liaison Service
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNSSC	United Nations System Staff College

Table 1
Type I gratis personnel in 2006, with breakdown by nationality, category and gender

Country or area of nationality	*Interns*		*Associate experts*		*Technical cooperation experts*		*Total women*	*Total*	*Percentage of women*
	F	*M*	*F*	*M*	*F*	*M*			
Albania	2	0	0	0	0	0	2	2	100
Algeria	3	3	0	0	0	0	3	6	50
Argentina	6	6	0	0	0	0	6	12	50
Armenia	4	2	0	0	0	0	4	6	66
Australia	12	10	0	0	1	0	13	23	56
Austria	27	15	2	0	0	0	29	44	65
Azerbaijan	0	1	0	0	0	0	0	1	0
Bahrain	1	0	0	0	0	0	1	1	100
Bangladesh	0	1	0	0	0	0	0	1	0
Barbados	1	0	0	0	0	0	1	1	100
Belarus	2	0	0	0	0	0	2	2	100
Belgium	7	5	0	0	0	0	7	12	58
Benin	0	1	0	0	0	0	0	1	0
Bolivia	0	4	0	0	0	0	0	4	0
Bosnia and Herzegovina	1	0	0	0	0	0	1	1	100
Brazil	19	9	1	0	0	0	20	29	68
Bulgaria	5	2	0	0	0	0	5	7	71
Burkina Faso	0	2	0	0	0	0	0	2	0
Burundi	0	1	0	0	0	0	0	1	0
Cameroon	3	6	1	1	0	0	4	11	36
Canada	16	15	0	0	0	0	16	31	51
Chile	49	29	0	0	0	0	49	78	62
China	32	14	0	0	0	0	32	46	69
Colombia	10	9	1	0	0	0	11	20	55
Congo	0	2	0	0	0	0	0	2	0
Côte d'Ivoire	0	3	1	1	0	0	1	5	20
Croatia	1	1	0	0	0	0	1	2	50
Cuba	0	3	0	0	0	0	0	3	0
Democratic People's Republic of Korea	0	1	0	0	0	0	0	1	0
Denmark	7	6	7	10	0	0	14	30	46
Dominican Republic	2	0	0	0	0	0	2	2	100
Ecuador	3	1	0	0	0	0	3	4	75
Egypt	0	1	0	0	0	0	0	1	0
El Salvador	1	0	0	0	0	0	1	1	100

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Eritrea	0	1	0	0	0	0	0	1	0
Ethiopia	3	2	0	1	0	0	3	6	50
Fiji	1	0	0	0	0	0	1	1	100
Finland	13	5	7	0	0	0	20	25	80
France	76	31	20	10	0	1	96	138	69
Gambia	0	1	0	0	0	0	0	1	0
Georgia	2	0	0	0	0	0	2	2	100
Germany	85	82	21	18	1	0	107	207	51
Ghana	2	5	0	1	0	0	2	8	25
Greece	3	1	0	0	0	0	3	4	75
Guinea	0	1	0	0	0	0	0	1	0
Haiti	0	0	1	0	0	0	1	1	100
Honduras	1	1	0	0	0	0	1	2	50
Hungary	3	2	0	0	0	0	3	5	60
Iceland	2	0	0	0	0	0	2	2	100
India	8	6	0	0	0	0	8	14	57
Indonesia	1	0	0	0	0	0	1	1	100
Iran (Islamic Republic of)	0	1	0	0	0	0	0	1	0
Iraq	0	1	0	0	0	0	0	1	0
Ireland	3	1	0	0	0	0	3	4	75
Israel	3	1	0	0	0	0	3	4	75
Italy	48	28	19	17	1	1	68	114	59
Jamaica	2	0	0	0	0	0	2	2	100
Japan	12	6	4	3	0	1	16	26	61
Kazakhstan	4	1	0	0	0	0	4	5	80
Kenya	70	49	0	0	0	0	70	119	58
Kyrgyzstan	0	1	0	0	0	0	0	1	0
Lao People's Democratic Republic	1	0	0	0	0	0	1	1	100
Lebanon	17	6	0	0	0	0	17	23	73
Liechtenstein	1	0	0	0	0	0	1	1	100
Luxembourg	0	0	3	3	0	0	3	6	50
Madagascar	1	2	0	0	0	0	1	3	33
Malaysia	0	1	0	0	0	0	0	1	0
Mali	0	0	1	1	0	0	1	2	50
Mauritania	2	2	0	0	0	0	2	4	50
Mexico	13	11	0	0	0	0	13	24	54

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Moldova	0	0	0	0	1	0	1	1	100
Morocco	1	2	1	0	0	0	2	4	50
Myanmar	1	0	0	0	0	0	1	1	100
Nepal	3	1	0	0	0	0	3	4	75
Netherlands	23	11	14	14	0	3	37	65	56
New Zealand	2	2	0	0	0	0	2	4	50
Nicaragua	0	2	0	0	0	0	0	2	0
Nigeria	8	6	0	0	0	0	8	14	57
Norway	9	5	9	4	0	0	18	27	66
Oman	1	0	0	0	0	0	1	1	100
Pakistan	0	2	0	0	0	0	0	2	0
Paraguay	0	1	0	0	0	0	0	1	0
Peru	5	0	1	0	0	0	6	6	100
Philippines	7	1	0	0	0	0	7	8	87
Poland	8	4	0	0	0	1	8	13	61
Portugal	1	1	0	0	0	0	1	2	50
Republic of Korea	23	11	2	2	1	2	26	41	63
Romania	3	4	0	0	0	0	3	7	42
Russian Federation	11	2	0	0	0	1	11	14	78
Rwanda	0	1	0	0	0	0	0	1	0
Saint Lucia	2	0	0	0	0	0	2	2	100
Saudi Arabia	2	0	0	0	0	0	2	2	100
Senegal	0	3	0	0	0	0	0	3	0
Serbia	1	4	0	0	0	0	1	5	20
Sierra Leone	1	0	0	0	0	0	1	1	100
Singapore	1	0	0	0	0	0	1	1	100
Slovakia	3	1	0	0	0	0	3	4	75
Slovenia	3	0	0	0	0	0	3	3	100
Somalia	0	1	0	0	0	0	0	1	0
Spain	13	13	4	1	0	0	17	31	54
Sri Lanka	1	1	0	0	0	0	1	2	50
Suriname	0	0	0	1	0	0	0	1	0
Sweden	20	8	5	5	0	0	25	38	65
Switzerland	27	17	9	4	0	0	36	57	63
Syrian Arab Republic	1	0	0	0	0	0	1	1	100
Tajikistan	1	1	0	0	0	0	1	2	50
Thailand	7	2	0	0	0	0	7	9	77
Togo	1	2	0	0	0	0	1	3	33

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Trinidad and Tobago	1	1	0	0	0	0	1	2	50
Tunisia	2	1	0	0	0	0	2	3	66
Turkey	7	7	0	0	0	0	7	14	50
Uganda	4	1	0	0	0	0	4	5	80
Ukraine	4	2	0	0	1	0	5	7	71
United Kingdom	20	10	0	1	0	1	20	32	62
United Republic of Tanzania	0	1	0	1	0	0	0	2	0
United States of America	96	53	0	0	0	1	96	150	64
Uruguay	1	1	0	0	0	0	1	2	50
Uzbekistan	0	2	0	0	0	0	0	2	0
Venezuela (Bolivarian Republic of)	3	2	0	0	0	0	3	5	60
Zimbabwe	3	0	0	0	0	0	3	3	100
Stateless	2	0	0	0	0	0	2	2	100
Subtotal	**924**	**592**	**134**	**99**	**6**	**12**	**1 064**	**1 767**	**60**
Total	**1 516**		**233**		**18**				

Table 2
Type I gratis personnel in 2006, with breakdown by department, category and gender

	Interns		*Associate experts*		*Technical cooperation experts*				
Department	*F*	*M*	*F*	*M*	*F*	*M*	*Total women*	*Total*	*Percentage of women*
CTED	3	3	0	0	0	0	3	6	50
DDA/ODA	16	19	3	3	0	0	19	41	46
DESA	83	50	15	10	1	0	99	159	62
DGACM	13	6	0	0	0	0	13	19	68
DM	26	21	4	4	0	0	30	55	54
DPA	33	24	8	9	0	0	41	74	55
DPI	46	20	3	0	0	0	49	69	71
DPKO	35	28	7	4	0	0	42	74	56
DSS	19	3	0	0	0	0	19	22	86
ECA	0	0	2	0	0	0	2	2	100
ECE	32	16	0	0	4	9	36	61	59
ECLAC	126	101	0	1	0	0	126	228	55
ESCAP	24	23	1	1	1	3	26	53	49
ESCWA	17	4	1	0	0	0	18	22	81
ICJ	0	0	1	1	0	0	1	2	50
ICTR	0	0	1	0	0	0	1	1	100
ICTY	0	0	2	0	0	0	2	2	100
OCHA	28	11	15	16	0	0	43	70	61
OHCHR	56	22	20	9	0	0	76	107	71
OHRLLS	8	7	0	0	0	0	8	15	53
OIOS	27	18	2	3	0	0	29	50	58
OLA	36	23	0	2	0	0	36	61	59
OSAA	1	2	0	0	0	0	1	3	33
OSG	15	12	4	1	0	0	19	32	59
OSRSG/CAAC	3	2	0	1	0	0	3	6	50
UNCTAD	47	32	6	6	0	0	53	91	58
UNEP	52	33	6	3	0	0	58	94	61
UNFIP	7	4	1	0	0	0	8	12	66
UN-Habitat	31	13	3	1	0	0	34	48	70
UNHCR	0	1	0	0	0	0	0	1	0
UNODC	69	47	23	11	0	0	92	150	61
UNOG	15	8	0	0	0	0	15	23	65
UNON	37	30	0	0	0	0	37	67	55
UNOV	16	7	2	3	0	0	18	28	64

Department	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Other entities[a]	3	2	4	10	0	0	7	19	36
Subtotal	**924**	**592**	**134**	**99**	**6**	**12**	**1 064**	**1 767**	**60**
Total	**1 516**		**233**		**18**				

[a] Interns: UNNGLS (5); associate experts: OSCAL (1), SOPAC (2), UNCCD (4), UNFCCC (2), UNICRI (3), UNSSC (2).

Table 3
Type I gratis personnel in 2007, with breakdown by nationality, category and gender

	Interns		*Associate experts*		*Technical cooperation experts*				
Country or area of nationality	*F*	*M*	*F*	*M*	*F*	*M*	*Total women*	*Total*	*Percentage of women*
Albania	1	0	0	0	0	0	1	1	100
Algeria	1	1	0	0	0	0	1	2	50
Argentina	6	6	0	0	0	0	6	12	50
Armenia	4	1	0	0	0	0	4	5	80
Australia	22	8	1	1	1	0	24	33	72
Austria	26	11	5	1	0	0	31	43	72
Azerbaijan	0	1	0	0	0	0	0	1	0
Bahamas	1	0	0	0	0	0	1	1	100
Bangladesh	3	3	0	0	0	0	3	6	50
Belarus	2	2	0	0	0	0	2	4	50
Belgium	5	6	0	1	0	0	5	12	41
Benin	0	4	0	0	0	0	0	4	0
Bhutan	1	0	0	0	0	0	1	1	100
Bolivia	1	1	0	0	0	0	1	2	50
Bosnia and Herzegovina	0	1	0	0	0	0	0	1	0
Botswana	1	0	0	0	0	0	1	1	100
Brazil	20	15	2	0	0	0	22	37	59
Bulgaria	7	0	0	0	0	0	7	7	100
Burkina Faso	1	3	0	0	0	0	1	4	25
Burundi	0	1	0	0	0	0	0	1	0
Cameroon	6	3	0	0	0	0	6	9	66
Canada	31	11	0	1	0	0	31	43	72
Chile	57	22	0	0	0	0	57	79	72
China	40	21	0	0	0	0	40	61	65
Colombia	8	10	0	0	0	0	8	18	44
Comoros	0	1	0	0	0	0	0	1	0
Costa Rica	3	1	0	0	0	0	3	4	75
Côte d'Ivoire	3	2	0	0	0	0	3	5	60
Croatia	3	0	0	0	0	0	3	3	100
Cuba	3	0	0	0	0	0	3	3	100
Czech Republic	2	0	0	0	0	0	2	2	100
Democratic People's Republic of Korea	1	0	0	0	0	0	1	1	100
Democratic Republic of the Congo	1	0	0	0	0	0	1	1	100

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Denmark	2	7	8	5	0	0	10	22	45
Djibouti	1	0	0	0	0	0	1	1	100
Dominica	1	0	0	0	0	0	1	1	100
Dominican Republic	2	0	0	0	0	0	2	2	100
Ecuador	4	4	0	0	0	0	4	8	50
Egypt	3	3	0	0	0	0	3	6	50
Estonia	2	0	0	0	0	0	2	2	100
Ethiopia	3	0	0	1	0	0	3	4	75
Finland	18	6	12	2	0	0	30	38	78
France	83	33	24	12	0	1	107	153	69
Gabon	1	1	0	0	0	0	1	2	50
Georgia	2	0	0	0	0	0	2	2	100
Germany	88	58	24	15	1	1	113	187	60
Ghana	1	7	0	1	0	0	1	9	11
Greece	4	3	0	0	0	0	4	7	57
Guinea	0	2	0	0	0	0	0	2	0
Honduras	1	0	0	0	0	0	1	1	100
Hungary	4	1	0	0	0	0	4	5	80
India	10	17	0	2	0	0	10	29	34
Iran (Islamic Republic of)	3	0	0	0	0	0	3	3	100
Ireland	7	2	0	0	0	0	7	9	77
Israel	1	2	0	0	0	0	1	3	33
Italy	48	25	20	18	1	1	69	113	61
Japan	13	5	4	3	0	1	17	26	65
Jordan	1	0	0	0	0	0	1	1	100
Kazakhstan	8	1	0	0	0	0	8	9	88
Kenya	79	66	0	0	0	0	79	145	54
Kyrgyzstan	4	2	1	0	0	0	5	7	71
Latvia	2	1	0	0	0	0	2	3	66
Lebanon	8	1	0	0	0	0	8	9	88
Liechtenstein	0	0	2	0	0	0	2	2	100
Luxembourg	0	1	3	2	0	0	3	6	50
Madagascar	2	0	0	0	0	0	2	2	100
Malaysia	1	3	0	0	0	0	1	4	25
Mali	0	0	1	1	0	0	1	2	50
Mauritania	1	0	0	0	0	0	1	1	100
Mexico	22	12	0	0	0	0	22	34	64

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Moldova	1	0	0	0	1	0	2	2	100
Mongolia	1	1	0	0	0	0	1	2	50
Morocco	1	0	0	0	0	0	1	1	100
Myanmar	0	1	0	0	0	0	0	1	0
Namibia	0	1	0	0	0	0	0	1	0
Nepal	2	2	0	0	0	0	2	4	50
Netherlands	15	10	7	8	0	3	22	43	51
New Zealand	1	2	0	0	0	0	1	3	33
Nigeria	8	9	0	0	0	0	8	17	47
Norway	8	4	14	3	0	0	22	29	75
Oman	1	1	0	0	0	0	1	2	50
Pakistan	1	1	0	0	0	0	1	2	50
Palau	0	1	0	0	0	0	0	1	0
Panama	0	1	0	0	0	0	0	1	0
Peru	5	1	1	0	0	0	6	7	85
Philippines	3	1	0	0	0	0	3	4	75
Poland	11	4	0	0	0	1	11	16	68
Portugal	7	2	0	0	0	0	7	9	77
Republic of Korea	32	17	0	3	1	6	33	59	55
Romania	9	2	0	0	0	0	9	11	81
Russian Federation	24	5	0	0	0	1	24	30	80
Rwanda	1	1	0	0	0	0	1	2	50
Saudi Arabia	1	0	0	0	0	0	1	1	100
Senegal	4	2	0	0	0	0	4	6	66
Serbia	2	1	0	0	0	0	2	3	66
Singapore	2	4	0	0	0	0	2	6	33
Slovakia	5	1	0	0	0	0	5	6	83
Slovenia	5	0	0	0	0	0	5	5	100
South Africa	3	3	0	0	0	0	3	6	50
Spain	29	13	7	2	0	0	36	51	70
Sri Lanka	2	3	0	0	0	0	2	5	40
Sudan	1	0	0	0	0	0	1	1	100
Suriname	0	0	0	1	0	0	0	1	0
Sweden	28	6	8	5	0	0	36	47	76
Switzerland	30	10	14	4	1	0	45	59	76
Syrian Arab Republic	0	2	0	0	0	0	0	2	0
Tajikistan	1	1	0	0	0	0	1	2	50

Country or area of nationality	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
Thailand	15	4	0	0	0	0	15	19	78
The former Yugoslav Republic of Macedonia	2	1	0	0	0	0	2	3	66
Togo	2	1	0	1	0	0	2	4	50
Trinidad and Tobago	2	0	0	0	0	0	2	2	100
Tunisia	1	1	0	0	0	0	1	2	50
Turkey	10	3	0	0	0	0	10	13	76
Turkmenistan	2	0	0	0	0	0	2	2	100
Tuvalu	1	0	0	0	0	0	1	1	100
Uganda	3	0	0	0	0	0	3	3	100
Ukraine	8	3	0	0	1	0	9	12	75
United Kingdom	28	19	0	1	0	1	28	49	57
United Republic of Tanzania	0	1	0	0	0	0	0	1	0
United States of America	77	33	0	0	1	1	78	112	69
Uruguay	1	0	0	0	0	0	1	1	100
Uzbekistan	4	3	0	0	0	0	4	7	57
Venezuela (Bolivarian Republic of)	0	1	0	0	0	0	0	1	0
Viet Nam	1	1	0	0	0	0	1	2	50
Zimbabwe	0	1	0	0	0	0	0	1	0
Stateless	0	1	0	0	0	0	0	1	0
Subtotal	**1 091**	**584**	**158**	**94**	**8**	**17**	**1 257**	**1 952**	**64**
Total	**1 675**		**252**		**25**				

Table 4
Type I gratis personnel in 2007, with breakdown by department, category and gender

	Interns		*Associate experts*		*Technical cooperation experts*				
Department	*F*	*M*	*F*	*M*	*F*	*M*	*Total women*	*Total*	*Percentage of women*
CTED	8	2	0	0	0	0	8	10	80
DDA/ODA	18	17	1	2	0	0	19	38	50
DESA	112	49	11	10	2	0	125	184	67
DFS	1	1	0	0	0	0	1	2	50
DGACM	11	6	0	0	0	0	11	17	64
DM	31	24	3	2	0	0	34	60	56
DPA	48	25	8	8	0	0	56	89	62
DPI	55	14	3	1	0	0	58	73	79
DPKO	36	23	11	5	0	0	47	75	62
DSS	2	0	0	0	0	0	2	2	100
ECA	0	0	1	1	0	0	1	2	50
ECE	62	18	2	0	4	10	68	96	70
ECLAC	127	71	0	0	0	0	127	198	64
ESCAP	36	29	2	2	1	7	39	77	50
ESCWA	1	1	0	0	0	0	1	2	50
Ethics	2	0	0	0	0	0	2	2	100
FMADPKO	0	0	1	0	0	0	1	1	100
ICJ	0	0	1	0	0	0	1	1	100
ICTR	0	0	1	0	0	0	1	1	100
ICTY	0	0	2	0	0	0	2	2	100
OCHA	24	12	19	15	0	0	43	70	61
OHCHR	84	25	28	10	0	0	112	147	76
OHRLLS	15	2	1	0	0	0	16	18	88
OIOS	14	13	1	1	0	0	15	29	51
OLA	33	32	0	2	0	0	33	67	49
OSAA	2	0	0	0	0	0	2	2	100
OSG	23	19	3	2	0	0	26	47	55
OSRSG/CAAC	4	2	1	1	0	0	5	8	62
RegCom	1	0	0	0	0	0	1	1	100
UNCTAD	63	35	5	4	0	0	68	107	63
UNEP	46	29	10	6	0	0	56	91	61
UNFIP	8	6	2	0	0	0	10	16	62
UN-Habitat	44	23	4	4	0	0	48	75	64
UNHCR	1	0	0	0	0	0	1	1	100
UNITAR	0	0	1	0	0	0	1	1	100
UNJMS	1	1	0	0	0	0	1	2	50
UNODC	101	46	29	12	0	0	130	188	69

Department	Interns		Associate experts		Technical cooperation experts		Total women	Total	Percentage of women
	F	M	F	M	F	M			
UNOG	22	11	0	0	0	0	22	33	66
UNON	35	40	0	0	1	0	36	76	47
UNOV	18	6	1	1	0	0	19	26	73
Other entities[a]	2	2	6	5	0	0	8	15	53
Subtotal	**1 091**	**584**	**158**	**94**	**8**	**17**	**1 257**	**1 952**	**64**
Total	**1 675**		**252**		**25**				

[a] Interns: UNNGLS (4); associate experts: CEB (1), UNCCD (3), UNFCCC (2), UNICRI (3), UNNGLS (1), UNSSC (1).

Table 5
Type II gratis personnel in 2006, with breakdown by nationality and gender distribution

Country or area of nationality	*Number of gratis personnel*				*Duration (months)*			
	F	*M*	*Total*	*Percentage of women*	*F*	*M*	*Total*	*Percentage of women*
Australia	2	0	2	100	8	0	8	100
Cameroon	0	1	1	0	0	5	5	0
Denmark	0	1	1	0	0	6	6	0
Norway	4	6	10	40	20	31	51	39
Sweden	0	7	7	0	0	23	23	0
United Kingdom	1	1	2	50	3	3	6	50
Total	**7**	**16**	**23**	**30**	**31**	**68**	**99**	**31**

Table 6
Type II gratis personnel in 2006, with breakdown by department, country or area of activity, nationality, and functions

Department	*Country or area of activity*	*Country or area of nationality*	*Function*	*Number of persons engaged*	*Total duration (months)*
OCHA/Austcare	Wau	Australia	Humanitarian Affairs Officer/Protection	1	5
OCHA/DFID	Gaza	United Kingdom	Humanitarian Affairs Officer	1	3
OCHA/DFID	Islamabad	United Kingdom	Humanitarian Affairs Officer	1	3
OCHA/DFID	Khartoum	Australia	Monitoring and Evaluation Officer	1	3
OCHA/DFID	Khartoum	Norway	Monitoring and Evaluation Officer	1	7
OCHA/DRC	Somalia, based in Nairobi	Denmark	Humanitarian Affairs Officer	1	6
OCHA/NRC	Bangkok	Norway	Humanitarian Affairs Officer	1	6
OCHA/NRC	Colombia	Norway	Field Adviser	1	6
OCHA/NRC	El-Fasher	Norway	Humanitarian Affairs Officer	1	1
OCHA/NRC	Jerusalem	Norway	Humanitarian Affairs Officer	1	5
OCHA/NRC	Juba	Cameroon	Monitoring and Evaluation Officer	1	5
OCHA/NRC	Juba	Norway	Humanitarian Affairs Officer/Protection	1	5
OCHA/NRC	Khartoum	Norway	Protection Officer	1	6
OCHA/NRC	Nablus	Norway	Humanitarian Affairs Officer	1	5
OCHA/NRC	Occupied Palestinian Territory	Norway	Humanitarian Affairs Officer/Disengagement	1	7
OCHA/NRC	Zalingei	Norway	Humanitarian Affairs Officer	1	3
OCHA/SIDA	Darfur	Sweden	Humanitarian Affairs Officer/Protection	1	3
OCHA/SIDA	Eritrea	Sweden	Humanitarian Affairs Officer	1	1
OCHA/SIDA	Islamabad	Sweden	Humanitarian Affairs Officer	1	3
OCHA/SIDA	Khartoum	Sweden	Humanitarian Affairs Officer	1	3
OCHA/SIDA	Pakistan	Sweden	Geographic Information System Officer	1	6
OCHA/SIDA	Somalia, based in Nairobi	Sweden	Humanitarian Affairs Officer	1	6
OCHA/SIDA	Zalingei	Sweden	Humanitarian Affairs Officer	1	1
Total				**23**	**4**[a]

[a] Average duration of service, in months.

Table 7
Type II gratis personnel in 2007, with breakdown by nationality and gender distribution

Country or area of nationality	Number of gratis personnel				Duration (months)			
	F	M	Total	Percentage of women	F	M	Total	Percentage of women
Australia	2	2	4	50	4	4	8	50
Canada	1	0	1	100	2	0	2	100
Denmark	2	1	3	66	12	3	15	80
Germany	1	1	2	50	3	0	3	100
Morocco	0	1	1	0	0	3	3	0
Netherlands	1	0	1	100	3	0	3	100
Norway	9	11	20	45	53	46	99	53
Sweden	3	11	14	21	10	47	57	17
Switzerland	0	3	3	0	0	15	15	0
United Kingdom	3	2	5	60	3	5	8	37
Total	**22**	**32**	**54**	**41**	**90**	**123**	**213**	**42**

Table 8
Type II gratis personnel in 2007 with breakdown by department, country or area of activity, nationality, and functions

Department	*Country or area of activity*	*Country or area of nationality*	*Function*	*Number of persons engaged*	*Total duration (months)*
DPKO	Kathmandu	Norway	Arms monitoring	2	12
DPKO	Kathmandu	Sweden	Arms monitoring	5	29
DPKO	Kathmandu	Switzerland	Arms monitoring	2	12
OCHA/Austcare	Wau	Australia	Humanitarian Affairs Officer/Protection	1	1
OCHA/DERS	New York	Germany	Project support	2	3
OCHA/DFID	Abeche	Netherlands	Humanitarian Affairs Officer	1	3
OCHA/DFID	Abeche	United Kingdom	Humanitarian Affairs Officer	1	4
OCHA/DFID	Darfur	United Kingdom	Humanitarian Affairs Officer	1	1
OCHA/DFID	Khartoum	United Kingdom	Humanitarian Affairs Officer	1	0
OCHA/DFID	Kinshasa	United Kingdom	Humanitarian Affairs Officer	1	0
OCHA/DFID	N'Djamena	United Kingdom	Humanitarian Affairs Officer	1	3
OCHA/DRC	Bangui	Switzerland	Information Officer	1	3
OCHA/DRC	Somalia, based in Nairobi	Denmark	Protection Officer	1	6
OCHA/DRC	Sri Lanka	Denmark	Information Management Officer	1	3
OCHA/NRC	Abidjan	Norway	Field Coordination Officer	1	4
OCHA/NRC	Bangkok	Norway	Humanitarian Affairs Officer	1	9
OCHA/NRC	Bassasso	Norway	Humanitarian Affairs Officer	1	4
OCHA/NRC	Bouake	Norway	Field Coordination Officer	2	12
OCHA/NRC	Conakry	Canada	Humanitarian Affairs Officer	1	2
OCHA/NRC	Dili	Norway	Humanitarian Affairs Officer	1	6
OCHA/NRC	Duekoue	Norway	Field Coordination Officer	1	5
OCHA/NRC	El-Fasher	Norway	Humanitarian Affairs officer	2	8
OCHA/NRC	Côte d'Ivoire	Norway	Humanitarian Affairs Officer	1	6
OCHA/NRC	Jerusalem	Norway	Humanitarian Affairs Officer	1	1
OCHA/NRC	Jordan, OCHA Iraq	Norway	Public information Officer	1	4
OCHA/NRC	Juba	Norway	Humanitarian Affairs Officer/Protection	1	1
OCHA/NRC	Nablus	Norway	Humanitarian Affairs Officer	2	7
OCHA/NRC	N'Djamena	Morocco	Public information	1	3
OCHA/NRC	Nyala	Norway	Camp Coordinator	1	10
OCHA/NRC	Somalia	Norway	Humanitarian Affairs Officer	1	1
OCHA/NRC	Somalia, based in Nairobi	Denmark	Advocacy and dissemination	1	6
OCHA/NRC	Zalingei	Norway	Humanitarian Affairs Officer	1	9

Department	*Country or area of activity*	*Country or area of nationality*	*Function*	*Number of persons engaged*	*Total duration (months)*
OCHA/RedR	Darfur, El-Fasher	Australia	Civil-Military Coordination Officer	1	1
OCHA/RedR	Darfur, Nyala	Australia	Humanitarian Affairs Officer	1	3
OCHA/RedR	Juba	Australia	Humanitarian Affairs Officer	1	3
OCHA/SIDA	Eritrea	Sweden	Humanitarian Affairs Officer	1	0
OCHA/SIDA	Islamabad	Sweden	Protection Officer	1	5
OCHA/SIDA	Jakarta	Sweden	Geographic Information System Officer	1	4
OCHA/SIDA	Jerusalem	Sweden	Humanitarian Affairs Officer	1	3
OCHA/SIDA	Muzzaffarabad	Sweden	Humanitarian Affairs Officer	1	2
OCHA/SIDA	Nablus	Sweden	Humanitarian Affairs Officer	1	2
OCHA/SIDA	Somalia, based in Nairobi	Sweden	Gender Adviser	1	6
OCHA/SIDA	Somalia, based in Nairobi	Sweden	Humanitarian Affairs Officer	1	0
OCHA/SIDA	Zalingei	Sweden	Humanitarian Affairs Officer	1	6
Total				**54**	**4**[a]

[a] Average duration of service, in months.